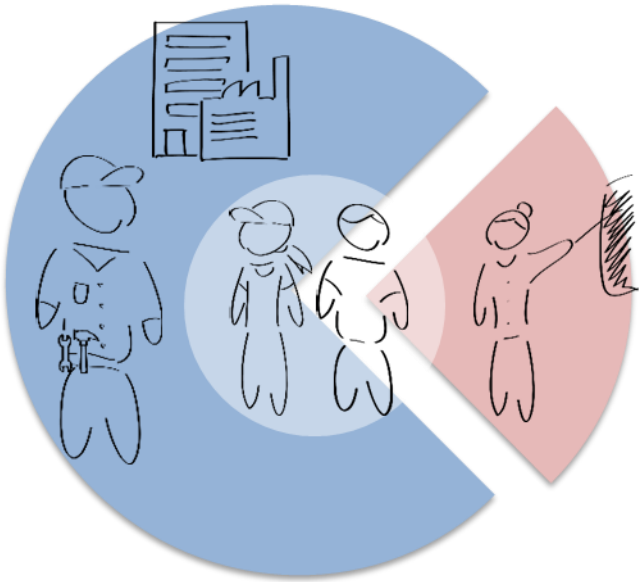
GO:VET
German Office for International Cooperation in Vocational Education and Training

adopted

Dual VET
Vocational Education and Training

70%
in company



30%
in vocational school

Using the German Model to Innovate Vocational Training in Costa Rica

Contents

I. Dual VET in Germany – film 8 min
https://www.youtube.com/watch?v=sXhSRoSFxuU

II. Five Principles or Quality Features

III. Benefits and Opportunities

III. Process in Costa Rica

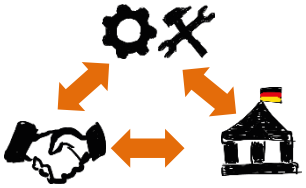
IV. Questions and Comments

II. Five Principles or Quality Features

1. Meaningful Social Dialogue



2. Clear Roles & Responsibilities



3. Equitable Funding Arrangements



4. Robust Regulatory Framework

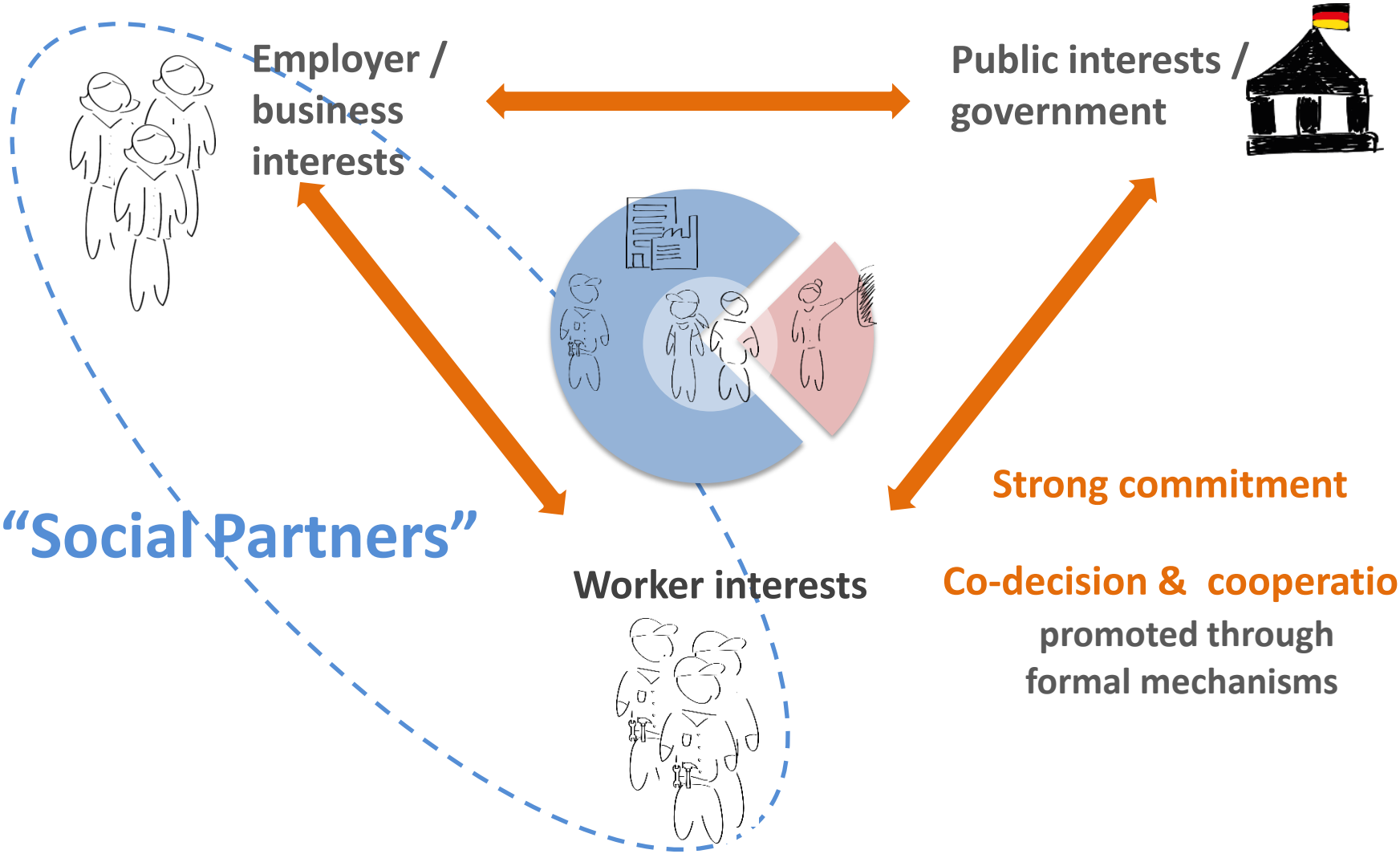


5. Strong Labour Market Relevance



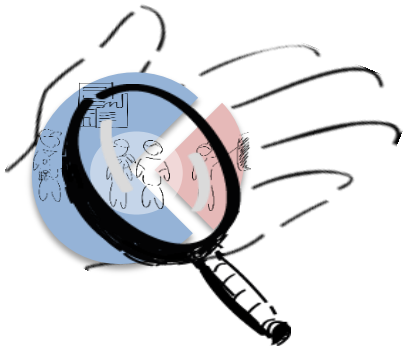
1. Meaningful Social Dialogue

Stakeholders and their interests



2. Clear Roles & Responsabilities

Stakeholders jointly shape, monitor and support



Chamber organisations

- Train trainers
- Assess and certify companies and trainers
- Organise exams
- Mediate disputes

Social partners

- Labour unions and employer associations negotiate remuneration for trainees
- Are part of the examination boards

Government

- Finances, supervises and monitors public vocational school system
- Conducts research
- Organises continuous development of VET standards

3. Equitable Funding Arrangements



Employers

- **Contributed in 2016 $8.9bn**
- Invest on average **$20,900 per apprentice per year** (62% of which is remuneration)
- **70% of investment is refinanced** by the productive contribution of trainees during the training period



Government

- **Public expenditure $5,51bn**
- $3.4bn for 1,550 public vocational schools providing part-time VET
- $2,1bn for steering, monitoring and further supporting measures

Apprentices / Trainees



- **Receive** an average remuneration of **$990 gross per month**
- Visit vocational schools **free of charge**

4. Robust Regulatory Framework

Establishes the overall conditions for the design, implementation, monitoring and evaluation of the VET system.

Examples:

- **Status** of **"apprentice/trainee"** and terms and conditions: working conditions, remuneration, social protection and grievance mechanisms (labour – civil);



- **Rights, roles** and **responsibilities** of all stakeholders ;





- Specify **trades** and **qualifications** covered;



- **Duration of training** (70%-30%);
- **Assessment** and **certification** to be issued at the end.



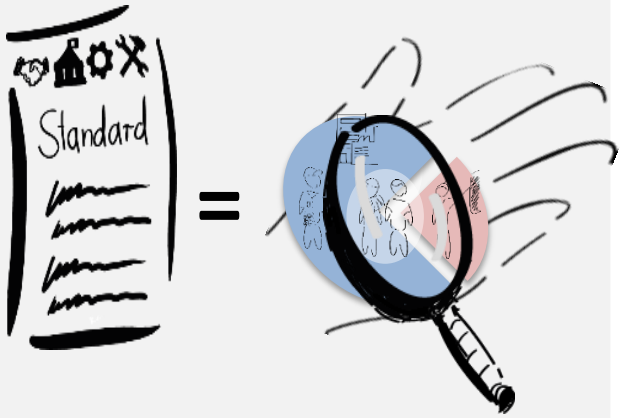


Economy assesses and anticipates future skills needs

Employers identify new industry and company needs requiring new skills

Social partners and government negotiate and adopt new standards

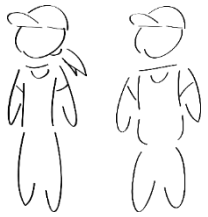
National standards



guide delivery, monitoring, supervision and support of Dual VET

Develop / update framework curricula for vocational schools in coordination with in-company training standards

III. Benefits and Opportunities



Trainees

- Gain **occupational proficiency** needed for employment and income
- **Remuneration** during training
- Learn in **real** and **state-of-the-art work environment**



Employers

- Early indication of company and industry **needs**
- Gain **highly competent employees**
- Improve **productivity** and **quality** of services and products
- Save recruitment and retraining costs



Government

- **Meets labour market demand for qualified labour** with contribution of employers
- VET system **highly capable of modernizing itself**
- **Efficiently steer** VET system and **assure its quality**
- E**arly indications of labour market** demand/supply

Contributes to

National Economy / Society

- **Economic performance and competitiveness**
- **Labour-market matching** (employers / employees)
- **Social and economic integration of young people**

IV. Process in Costa Rica - 1

From prejudice to Round Table
German Embassador - "Slowly but surely"



- Since 80's isolated initiatives and experiments
- 2016 – formal request Guillermo Solis - Angela Merkel
- Technical visits – MEP, INA, UTN, trade unions, employers
- Feb 2017 – pilot plan in 4 technical schools in automotive



- May 2017 – Round Table with ILO

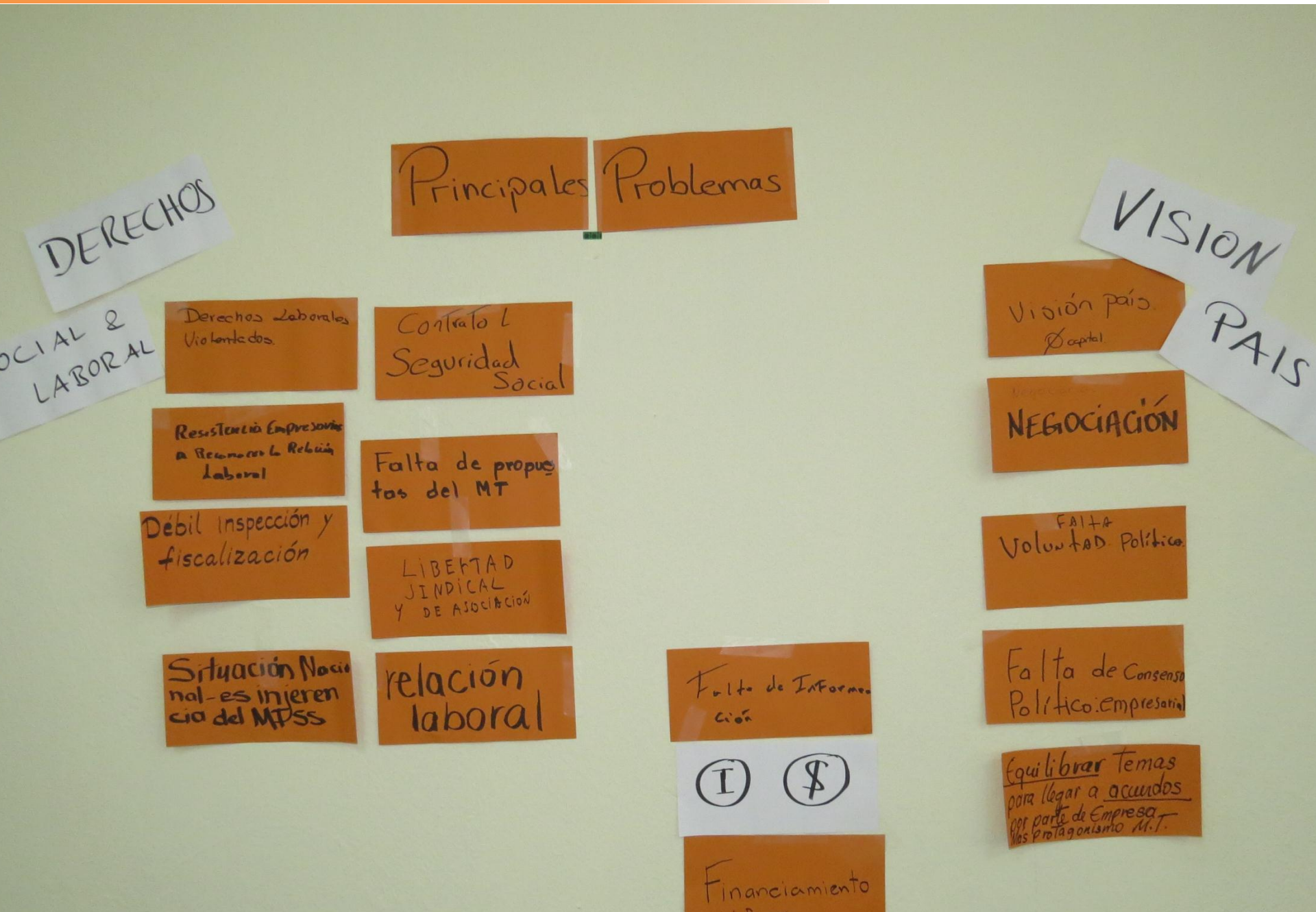


- May 2018 – Round table formalized via decree
- July 2018 – Public Forum in San Jose

→ • MEP requests extension of cooperation

→ • Change of criteria: social security & remuneration

IV. Process in Costa Rica - 2



V. Questions and Comments

...?...

...!...

Key to Icons

GO:VET
German Office for International Cooperation in Vocational Education and Training

Blue — **World of Work**

Red — **World of Education**

 **Youth / Trainee**

 **Employer**

 **In-company trainer**

 **VET school teacher**

 **Dual VET examination board**



Dual VET certificate

 **Chamber organisations**

 **Social Partners** (labour unions and employer associations)

 **Government** (federal and state)

 **Stakeholder support**

 **Stakeholder monitoring**

 **VET research**



Dual VET standards

GO:VET

German Office for International Cooperation in Vocational Education and Training

GOVET – German Office for international Cooperation in VET at BIBB

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